



4851 Lake Brook Drive
Glen Allen VA 23060
www.snagajob.com

Bill To

Accounting
Transworld Advertising for O'Charley's
Accounting@transworldadvertising.c...

Sales Order

Date 9/19/2014
Sales Order # 224447
Sales Order Expiration 9/30/2014
Billing Schedule Monthly in advance
Account Executive Kristi Erk
Billing ID 1 270056

Qty	Services	Start Date	End Date	Term Mos.	Rate	Amount
207	Location-Based Talent Sourcing at 207 locations with Cook and Server postings (414 total postings) with Feed and Monthly Email Job Alerts	10/1/2014	9/30/2015	12	29.47	73,200.00

Total \$73,200.00

Billing Instructions

Snagajob will invoice Customer for the Implementation Services upon execution of this Sales Order. All other Services will be invoiced in equal installments per the Billing Schedule above.

Snagajob will send invoices to the following email address:

Terms and Conditions

1. Customer agrees to pay for all of the Services described in this Sales Order at the prices and rates specified herein and without offset or deduction. All such payments will be due and must be paid within thirty (30) days after receipt by Customer of the applicable Snagajob invoice. If any such payment is not paid when due hereunder, Customer agrees to pay Snagajob interest on such overdue payment at one percent (1%) per month, or the highest rate permitted by applicable law, whichever is lower, and to reimburse Snagajob on demand for all costs of collection incurred by Snagajob, including, without limitation, reasonable attorneys' fees and costs.

2. Customer will be responsible for and agrees to pay all sales, use, value-added, excise and other taxes, if any, relating to this Sales Order or the Services described in this Sales Order, other than taxes based on Snagajob's net income.

3. In addition, the terms of the Employer Terms of Use (or employer terms and conditions or similarly titled agreement or document) set forth from time to time on Snagajob's website currently located at snagajob.com (the "Employer Terms of Use") apply to and govern this Sales Order and the Services described in this Sales Order as fully as though the terms of the Employer Terms of Use were set forth in their entirety in this Sales Order, and the terms of the Employer Terms of Use are hereby incorporated into this Sales Order by this reference.

Customer Authorized Representative:

Company: AMERICAN BLUE RIBBON HOLDINGS

By: [Signature]

Title: CHIEF PEOPLE OFFICER

Snagajob Authorized Representative:

Company: SnagAJob.com, Inc.

By: Keith Haas
Keith Haas (Oct 1, 2014)

Title: Chief Financial Officer

224447

EchoSign Document History

October 01, 2014

Created: October 01, 2014
 By: Daniel Bullock (daniel.bullock@snagajob.com)
 Status: SIGNED
 Transaction ID: XEQ4ZJY5R483F3V

“224447” History

- Document created by Daniel Bullock (daniel.bullock@snagajob.com)
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- Document emailed to Keith Haas (keith.haas@snagajob.com) for signature
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- Document viewed by Keith Haas (keith.haas@snagajob.com)
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- Document e-signed by Keith Haas (keith.haas@snagajob.com)
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- Signed document emailed to Keith Haas (keith.haas@snagajob.com) and Daniel Bullock (daniel.bullock@snagajob.com)
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Signature: 
Keith Haas (Oct 1, 2014)

Email: contracts@snagajob.com









Revised - O'Charley's Annual Agreement

EchoSign Document History

October 01, 2014

Created: September 19, 2014
 By: Kristi Erk (kerk@snagajob.com)
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“Revised - O'Charley's Annual Agreement” History

-  Document created by Kristi Erk (kerk@snagajob.com)
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-  Document emailed to chris@transworldadvertising.com for signature
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-  A signed copy was uploaded by Kristi Erk (kerk@snagajob.com)
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-  Signed document emailed to Kristi Erk (kerk@snagajob.com), Keith Haas (contracts@snagajob.com) and chris@transworldadvertising.com
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